

- STATISTICAL OVERVIEW -
OWR SEXUAL ORIENTATION CASES

EMPLOYMENT CASES

Authority: Seattle Fair Employment Practices Ordinance 132562, as amended. Sexual orientation coverage added effective October, 1973.

Overview: Since Sexual orientation discrimination has been included under Ordinance 132562, as amended, OWR has had a total of 28 formal complaints filed.

While a number of these cases are in backlog, or in investigation, a total of three cases have been settled to the complainants' satisfaction prior to investigation, and findings of probable cause to believe discrimination has occurred have been made in two cases. All other cases investigated were administratively closed or findings of no probable cause made. In one of the cases where probable cause was found, conciliation efforts failed, and a public hearing was held. The hearing panel found in favor of the charging parties. However, this case is presently involved in an appeal process.

The other probable cause case is presently in conciliation.

Number of Sexual Orientation
Employment Cases Filed by Year

<u>Year</u>	<u>No. of Cases</u>
10/73 - 12/73	1
1/74 - 12/74	2
1/75 - 12/75	7
1/76 - 12/76	9
1/77 - 6/77	8
	<hr/> 27 Cases Total

HOUSING CASES

Authority: Open Housing Ordinance 104839. Inclusion of sexual orientation effective September, 1975.

Overview: Since Ordinance enacted, Office of Women's Rights has had five sexual orientation cases filed. To date, the finding of no reasonable cause to believe discrimination has occurred on the basis of sexual orientation has been made in all of them. In one case, which alleged both marital status and sexual orientation discrimination, reasonable cause to believe discrimination had occurred on the basis of marital status was found.

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HOUSING CASES--continued

Number of Sexual Orientation
Housing Cases Filed by Year

<u>Year</u>	<u>No. of Cases</u>
1/75 - 12/75	0
1/76 - 12/76	5
1/77 - 6/77	0
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	5 Cases Total